

# Supporting Educator Wellness and Resilience

**50%**

Nationally, nearly half of all teachers report feeling high levels of daily stress.

**30%**

Thirty percent of teachers leave the profession within the first five years of teaching.

**\$25K**

Teacher departure can cost a school district up to \$25,000 per teacher.

## Strategies to Support Educator Wellness and Retention:



### Build Positive Relationships Within the School

Creating supportive social networks within the school system can reduce stress and protect against educator burnout.



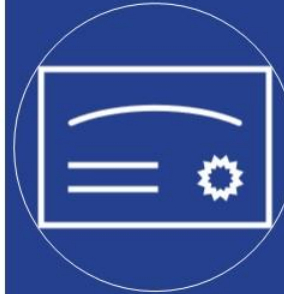
### Build Positive Relationships With the Community

Fostering positive relationships with the community can help foster feelings of connectedness and encourage collaboration.



### Establish a Supportive School Climate

Schools can take a school-wide approach to establishing restorative, trauma-informed practices that benefit all members of a school.



### Take Time to Show Appreciation

Showing appreciation to all members of a school including educators and school leadership can increase morale and show that a person's hard work is noticed and appreciated.



### Establish Mentorship Programs

Mentorship programs can be used to support newly hired school staff and support current staff during times of transition to new roles or new responsibilities.

Educator departure is costly and disruptive to students and school staff.<sup>1</sup> Educator stress and burnout is strongly related to increasing job demands related to student achievement, managing classroom behaviors, and responding to student needs.<sup>2</sup> Prioritizing educator wellbeing is an essential part of staff retention and student support. These strategies were derived from a group of Montana educators and stakeholders working to promote the wellness and resilience of Montana educators.

Please check out the OPI's [Safe and Supportive Schools](#) and [Educator Wellness](#) websites for more information.